

understanding men giving these tests. And if you go on that basis, you might have the very best of intended men in your organization, but we are trying to set some standards here, for the Government of the United States.

I think Mr. Macy has pointed out the flaws in this, and the mere fact that some churches give these tests doesn't in any way justify the intrusion into a man's privacy.

I think this is one of the problems we are trying to overcome, that these are closed and very pious statements. They are wrapped in some very attractive wrappings that have all of the degree of institutionalized respectability, but that does not necessarily make it so.

And, Mr. Luce, that is the point of this discussion here. It may well serve your purpose, but the problem involved here is whether or not we are in fact invading the privacy of the individual who is subjected to this humiliation and this indignity.

Mr. LUCE. Well, I don't know it is humiliation, but——

Mr. GALLAGHER. Would you answer all of these questions?

Mr. LUCE. I would feel no hesitancy.

Mr. GALLAGHER. Would you like in your public record all about your sex life?

Mr. LUCE. This is not a public record.

Mr. GALLAGHER. The personnel files become public records.

Mr. LUCE. Indeed not. As I said, nobody in the Government sees the answers to these questions. The psychologist who discusses the man's interests with him, and his personality with him, sees the answers and then destroys them. This never gets into any Government file.

Mr. GALLAGHER. You might have a tighter system out there, but we are talking about a set of standards for the Government. These things we have found follow people in their professional careers in the U.S. Government.

Mr. LUCE. Ours won't follow them.

Mr. GALLAGHER. Yours stays in your Deputy Administrator's safe, I believe you said?

Mr. LUCE. No. The answers to the questions go to the psychologist, who after he has read them and made his appraisal of the man's abilities and interests and aptitudes and personality, destroys them.

The appraisal that he gives us goes to the Deputy Administrator. It does not give the answers to any of these questions. And I have here, and would be happy to give the committee, a sample appraisal of the sort of report we get.

Mr. GALLAGHER. We would like to have that and make it a part of the record.

APPRAISAL REPORT REGARDING JOHN SMITH BY THE PSYCHOLOGICAL SERVICE
OF PITTSBURGH

CONFIDENTIAL REPORT

To: A. S. Black, Vice President of Personnel, XYZ Co., Pittsburgh, Pa.

Present position: Chemical sales, ABC Co., Pittsburgh, Pa., age: 26.

Purpose of referral: District sales manager with particular attention given to advancement eventually to higher level sales management.

Date: October 17.

Under no circumstances should this report be shown to the examinee or any other person not professionally interested in the examinee.